



Harmal Panchakroshi Shikshan Mandal's

GANPAT PARSEKAR COLLEGE OF EDUCATION

(Affiliated To GOA UNIVERSITY and Recognized by NCTE)

Vidya Sankul, Bhom Plateau ,Harmal – Goa, 403524

Policy For inclusion of people with disabilities on campus

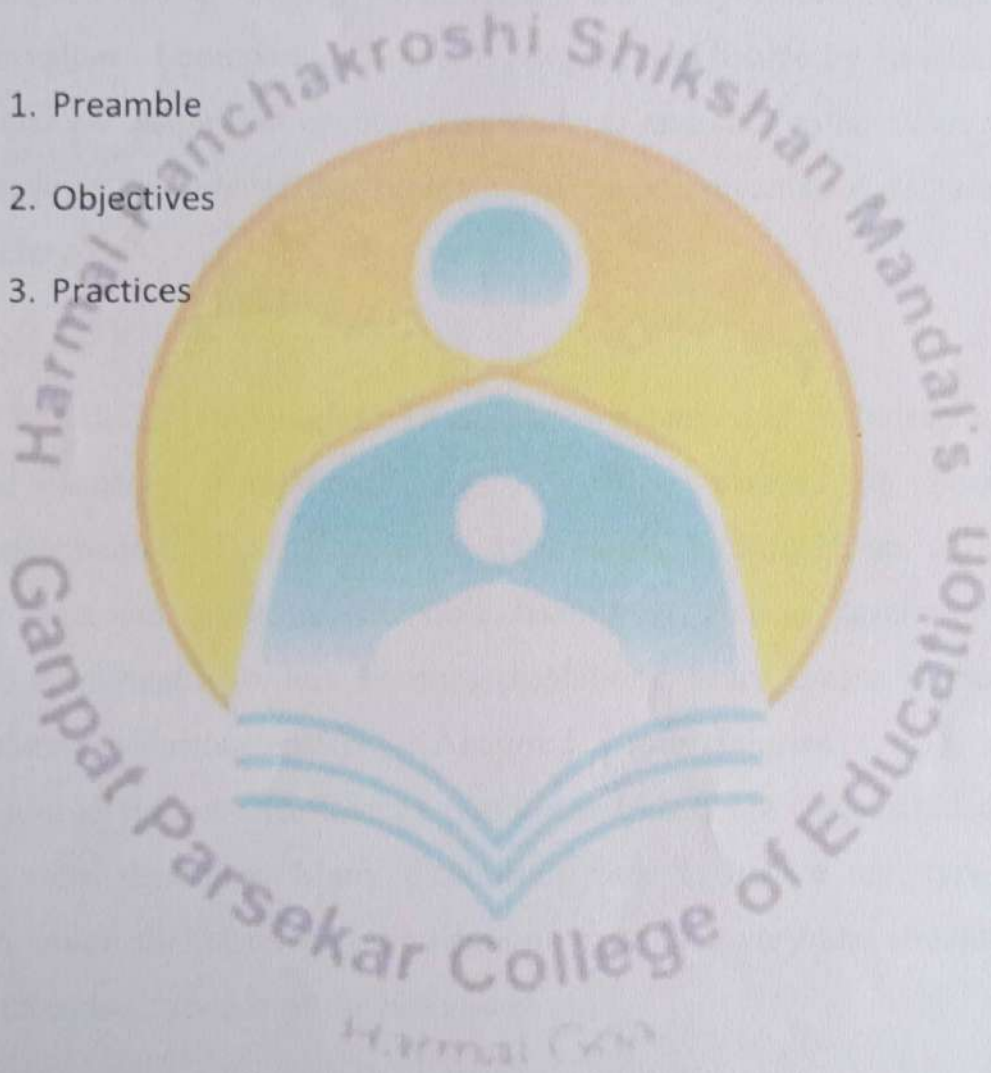
2022 – 2023

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## Preamble

Ganpat Parsekar College of Education aims to promote and practice the values of compassion, equality, dignity and justice by eliminating social exclusion and encouraging students and staff to be aware and sensitive towards of the problems of the disadvantaged section of society.

DISABILITY(Divyangjan) Disability is a term that includes motor and sensory limitations (e.g., mobility, vision, or hearing impairments). It also includes disabilities resulting from chronic illnesses and syndrome, invisible disabilities, such as psychological and emotional disorders, learning disabilities, heart disease, diabetes, asthma, arthritis, epilepsy, Acquired Brain Injuries (ABI), and Acquired Immune Deficiency Syndrome (AIDS) are also included in the term disability. Many disabilities vary in degree and type of limitation; therefore, accommodations must also vary and should be tailored to the needs of the individual.

## CONSTITUTIONAL GUIDELINES

The Constitution of India ensures equality, freedom, justice and dignity of all individuals and implicitly mandates an inclusive society



for all including persons with disabilities. In the recent years, there have been vast and positive changes in the perception of the society towards persons with disabilities. It has been realized that a majority of persons with disabilities can lead a better quality of life if they have equal opportunities and effective access to rehabilitation measures.

**QUALIFIED PERSON WITH DISABILITY** The expression "qualified individual with a disability" alludes to a person with a disability who is qualified to participate in any given institute program or activity.

However, relaxation shall be allowed as per the Government rules.

### **Objectives**

The objective of the policy is to ensure that GPCOE becomes a disabled-friendly institution with its suitable infrastructure, facilities of support and sensitised atmosphere which can help all grow and succeed equally.

### **PRACTICES:**

#### **Inclusion and Anti-Discrimination**

- Implementation of UGC Guidelines for accessibility and standards for HEI and universities.



- Ensuring admission of students from all social milieus and their empowerment through continuous mentoring and counselling.
- Implementation of Admission guidelines as per Govt of Goa and Goa University directives.
- Smooth functioning and strengthening of The Equal Opportunity Cell to create an atmosphere of equality.
  - The Placement cell shall provide support to the students with disability and assist them in getting appropriate employment after their studies
  - Students interested in Sports will be given special coaching.
  - In case of physical incapability of climbing stairs, classes will be held on the ground floor.
  - The college shall provide Counselling for students with disabilities on their academic progression.
  - Conduct Awareness programs for teachers about the approaches to teaching, evaluation procedures, remedial etc, which they should adopt in the case of students with disability.
  - Guidance in availing Govt scholarships.
  - College shall encourage students with disability to undertake summer internships at the college library to enhance their skills.
- Appointment of Teaching and Non-Teaching Staff for the PwD category, as approved by the University, is followed by the college.
- Grievance can be submitted through [grievance@gpcoe.edu.in](mailto:grievance@gpcoe.edu.in)



### **Infrastructure:**

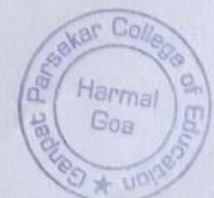
- Proposed elevator
- Wheelchair
- Railings
- Accessible bathroom for the physically disabled
- Disable friendly website
- Disable friendly signages

### **Sensitisation and Awareness:**

- Organisation of awareness events including all to make the College a safe space for people with disabilities.
- Organization of academic and cultural activities, training, short-term courses and workshops.
- Collaborations with external agencies and organisations to create more opportunities for students with disabilities.

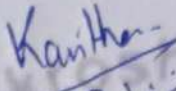
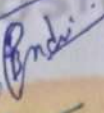
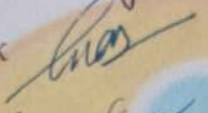

### **Additional resources:**

- Counselling
- Mentoring program
- Remedial classes



- Decision of the Principal is final and binding on the policy, however the policy can be amended, when required, with the consultation of IQAC and approval of the Principal.

Created by IQAC Coordinator and Members –

1. Ms Kavitha Nair 
2. Dr Pandurang Pandit 
3. Mr Pritesh Naik 
4. Mr Sachin Gaonkar 

Verified and Approved by Principal



College stamp



Harmal Panchakshari Shikshan Mandal's  
Ganpat Parsekar College of Education  
Harmal Goa



